

Archived Information

Department of Education Exit Questionnaire

At the U.S. Department of Education, we have a goal to become a high-performing organization. This means we need to recruit and retain the best employees. Your input is valuable and your comments can help us in our efforts to make continuous improvements.

Please take a few minutes to respond to the following questionnaire. Help us learn what we do well and what we need to change in order to provide a work environment that will lead to high performance.

Your answers will be confidential, and the information you provide will be combined anonymously with responses from others who have chosen to leave the Department of Education. The number below will only be used for tracking purposes and will not be used to associate your name with specific data from this survey.

Number: _____

Date: _____

Part I--Background Information

For this section, please check the appropriate box.

1. Why are you leaving?

- ☐ Retirement ☐ Voluntary Resignation ☐ Involuntary Dismissal ☐ End of Appointment

2. What was your last work location?

- ☐ OCR Washington DC Metro Office ☐ Portals Building ☐ Capitol Place
☐ Federal Building No. 6 (FB-6) ☐ Mary E. Switzer Building (MES) ☐ Other Building in the DC area
☐ Regional Office Building No. 3 (ROB-3) ☐ K Street

Regional Offices:

- ☐ Boston ☐ Philadelphia ☐ Dallas ☐ Cleveland ☐ San Francisco
☐ Denver ☐ New York ☐ Chicago ☐ Kansas City ☐ Seattle ☐ Atlanta

3. How long have you been a federal government employee (excluding military service)?

- ☐ Less than 1 year ☐ 1-3 years ☐ 4-9 years ☐ 10-20 years ☐ Over 20 years

4. How long have you been with the U. S. Department of Education?

- ☐ Less than 1 year ☐ 1-3 years ☐ 4-9 years ☐ 10-20 years ☐ Over 20 years

5. What is your pay grade?

- ☐ 1-6 ☐ 7-10 ☐ 11-12 ☐ 13-14

6. How many years have you been at your current grade level?

- ☐ Less than 1 year ☐ 1-3 years ☐ 4-9 years ☐ 10-20 years ☐ Over 20 years

7. What is your career status?

- ☐ Career Civil Service ☐ Excepted Service (Schedule A, Attorneys AD employees) ☐ Political Appointee

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8. What is your current pay category?

☐ General Schedule and Similar (GS, GG, GW, GN, GM, GH)

☐ Other

If other, please explain:

9. What is your current job series?

☐ Education Specialist

☐ Information Technology Specialist

☐ General Administrative

☐ Statistician

☐ Management and Program Analyst

☐ Auditor

☐ Attorney

☐ Investigator

☐ Other _____

10. What is your level of supervisory responsibility?

☐ None

☐ Team Leader

☐ First-line supervisor

☐ Manager

11. Which is your age?

☐ Under 20 years

☐ 21-30 years

☐ 31-40 years

☐ 41-50 years

☐ 51-60 years

☐ Over 60 years

12. What is your sex?

☐ Female

☐ Male

13. What is your highest level of education attained?

☐ Some High School

☐ Bachelor's Degree

☐ Graduate or Advanced Professional Degree

☐ High School Diploma

☐ Post-Bachelor's Work

☐ Doctorate Degree

☐ Some College

☐ Post-Graduate Work

☐ Post-Doctorate Work

14. What is your ethnic background? (optional)

☐ Hispanic or Latino

☐ Not Hispanic or Latino

15. What is your race? (optional)

☐ American Indian or Alaska Native

☐ Black or African-American

☐ White

☐ Native Hawaiian or Other Pacific Islander

☐ Asian

☐ Other _____

Part II--Reasons For Leaving

How important were the following reasons in your decision to leave the U. S. Department of Education? (Please check one box for each)

	Very Important	Important	Neither Important Nor Unimportant	Not Very Important	Unimportant
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1. Earn more money.

☐☐☐☐☐

2. Change to a different type of work.

☐☐☐☐☐

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How important were the following reasons in your decision to leave the U. S. Department of Education? (Please check one box for each)

	Very Important	Important	Neither Important Nor Unimportant	Not Very Important	Unimportant
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3. Have a better commute.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Have better physical working conditions (e.g., noise level, temperature, lighting, cleanliness)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Have better opportunities for advancement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Have a more flexible work schedule.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Get away from too much red tape.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Get away from too much job stress.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. My spouse was transferred.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Improve my access to better day care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. To get away from unfair promotion practices.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. My job did not make good use of my skills and abilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. My job duties were not consistent with my grade.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Too little recognition for my work accomplishments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Low morale in my organizational unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Poor working relationship with my coworkers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Poor working relationship with my immediate supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Discrimination based on sex, race, age, or disability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Personal or family health problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. There was not reasonable accommodation of my disabilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Lack of training opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Part III--Work Satisfaction

At the U. S. Department of Education what was your degree of satisfaction with the following? (Check one box for each)	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Not Very Satisfied	Very Dissatisfied
1. Access to training programs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Work location.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Opportunity for advancement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Compensation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Flexible work schedules.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Job security.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Opportunity to participate in decision making.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Ability to communicate, discuss and resolve concerns with supervisors or managers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Physical working conditions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Staff support services (e.g., personnel services, contract services, technical assistance).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Opportunity to participate on task forces, collateral duty, or detail assignments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. How employee complaints are handled.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Fair and equal recognition for work accomplishments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Management of organizational changes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Management of employees who are poor performers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Adequate clerical support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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If you had supervisory responsibilities at Department of Education, please answer questions 17-19. If you did not have supervisory responsibilities, please skip to question 20.

At the U. S. Department of Education what was your degree of satisfaction with the following? (Check one box for each)	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Not Very Satisfied	Very Dissatisfied
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17. The supervisory training you received.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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18. The degree of flexibility you and your workgroup had to make decisions.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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19. The performance of the people who worked for you

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Have you:

20. Taken another job performing the same type of work?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Haven't Taken Another Job
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21. Taken another job in the public sector?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Haven't Taken Another Job
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If possible, would you:

22. Return to the U. S. Department of Education in the future?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Maybe	<input type="checkbox"/> No Opinion
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23. Return to the office you are leaving?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Maybe	<input type="checkbox"/> No Opinion
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24. Recommend the U. S. Department of Education to a friend as a good place to work?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Maybe	<input type="checkbox"/> No Opinion
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25. Recommend the office you are leaving to a friend as a good place to work?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Maybe	<input type="checkbox"/> No Opinion
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Part IV--Recruitment And Retention

1. What is the most important thing the U. S. Department of Education could have done to make you want to stay?
2. What is the most important thing your office could have done to make you want to stay?
3. What are the three most important things the U. S. Department of Education could do to recruit and retain employees like you?
 - a.
 - b.
 - c.
4. In the future, may we contact you for a follow-up interview?

If yes, what address and telephone number should we use?

Name:

Address:

City:

State:

Zip Code:

Telephone Number:

Part V – Organizational Unit

Please check the box next to the organizational unit that most closely identifies where you worked.

Office of the Secretary:

☐ All units

Office of the Deputy Secretary:

☐ All Units

Office of the Chief Information Officer:

☐ All Units

Office of Management:

- ☐ Human Resources Group
☐ Quality Workplace Group
☐ All Other Units

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Please check the box next to the organizational unit that most closely identifies where you worked.

Office for Civil Rights:

- ☐ Headquarters
- ☐ All Regional Offices (Including DC Metro Office)

Office of the Under Secretary:

- ☐ Planning and Evaluation Service & Immediate Office
- ☐ Budget Service

Office of the Inspector General:

- ☐ Headquarters
- ☐ All Regional Offices (including WDCFO and Capital Area)

Office of the General Counsel:

- ☐ Program Service
- ☐ Departmental and Regulatory Service
- ☐ All Other Units

Office of Special Education and Rehabilitative Services:

- ☐ Office of Special Education Programs
- ☐ Natl. Institute On Disability & Rehabilitation Research
- ☐ Rehabilitation Services Administration
- ☐ All Other Units

Office of Legislation and Congressional Affairs:

- ☐ All Units

Office of Intergovernmental and Interagency Affairs:

- ☐ Office of the Secretary's Regional Representatives
- ☐ All Other Units

Office of Vocational and Adult Education:

- ☐ All Other Units

Office of the Chief Financial Officer:

- ☐ Contracts and Purchasing Operations
- ☐ Financial Management Operations
- ☐ Financial Systems Operations
- ☐ All Other Units

Office of Post Secondary Education:

- ☐ Higher Education Programs
- ☐ Policy, Planning and Evaluation
- ☐ All Other Units

Student Financial Assistance:

- ☐ SFA, Students Channel – Headquarters
- ☐ SFA, Students Channel – Regions
- ☐ SFA, Schools Channel – Headquarters
- ☐ SFA, Schools Channel – Regions
- ☐ SFA, Financial Partners Channels
- ☐ SFA CIO
- ☐ SFA CFO
- ☐ SFA, All Other Units

Office of Educational Research and Improvement:

- ☐ National Center for Education Statistics
- ☐ Office of Reform Assistance and Dissemination
- ☐ National Research Institutes
- ☐ National Library of Education

Office of Bilingual Education:

- ☐ All Units

Office of Elementary and Secondary Education:

- ☐ Impact Aid Programs
- ☐ School Improvements Program
- ☐ Compensatory Education Programs
- ☐ All Other Units

All Independent Commissions, Panels, Advisory Councils and Boards, Institutes, and Governing Boards

- ☐ All Units